B. Amendments to the Claims

1 1. (Currently Amended) A human capital management system, executable by
2 a computer, <u>providing for the collection and maintenance of the performance</u>
3 <u>capabilities of individuals within a defined workforce including currently active</u>
4 <u>participants and a reserve talent pool of inactive participants, said human capital</u>
5 <u>management system</u> comprising:
6   a) a performance capabilities data set repository <u>providing for the</u>
7 <u>storage of a plurality of performance capability data sets corresponding to a</u>
8 <u>plurality of workforce participants, each said performance capability data set</u>
9 <u>identifying a workforce participant and the participant status of said workforce</u>
10 <u>participant;</u>
11   b) a user interface system, coupled to said performance capabilities
12 data set repository, supporting the entry and editing of <u>said plurality of</u>
13 performance capability data sets, <u>said user interface system accessible by said</u>
14 <u>plurality of workforce participants, said user interface system providing for the</u>
15 <u>identification within said performance capabilities data set repository of discrete</u>
16 <u>editing changes made to said plurality of performance capability data sets, said</u>
17 <u>user interface system further providing for the issuance a data changed electronic</u>
18 <u>notification message with respect to a predetermined performance capability data</u>
19 <u>set</u>; and
20   c) a reviewer interface system, coupled to said performance
21 capabilities data set repository, supporting the review <u>and qualification</u> of
22 performance capability data sets, wherein said reviewer interface system <u>enables</u>
23 <u>identification of said discrete editing changes made to</u> ~~is responsive to changes~~
24 ~~in~~ said performance capabilities data sets<u>, wherein said performance capabilities</u>
25 <u>data set repository associates a predetermined reviewer with said predetermined</u>
26 <u>performance capability data set,</u> and wherein <u>said</u> ~~a~~ predetermined reviewer
27 <u>receives said</u> ~~is issued a~~ data changed electronic notification <u>message</u> of <u>said</u> ~~a~~
28 change in <u>said</u> ~~a~~ predetermined performance capability data set through said
29 reviewer interface system.

1 2. (Currently Amended) The human capital management system of Claim 1
2 wherein said reviewer interface system supports the issuance of an information
3 request electronic notification <u>message</u> to a predetermined user corresponding to

4   said predetermined performance capability data set through said user interface

5   system, <u>wherein issuance of said information request electronic notification</u>

6   <u>message is initiated by said predetermined reviewer to further qualification of said</u>

7   <u>predetermined performance capability data set, and</u> wherein said information

8   request electronic notification <u>message</u> communicates a request for <u>specified</u>

9   information regarding an item of said <u>predetermined</u> performance capability data

10 set.

1   3.   (Currently Amended) The human capital management system of Claim <u>25</u>

2   ~~2~~ wherein said data changed electronic notification <u>message</u> includes a first

3   notification <u>message</u> issued to a screening reviewer and a second notification

4   <u>message</u> issued to a substantive skill reviewer.

1   4.   (Currently Amended) The human capital management system of Claim <u>2</u>

2   ~~3~~ wherein said performance capability data sets include categorized data fields

3   and free-text data fields, <u>wherein said free-text data fields contain unstructured</u>

4   <u>textual content,</u> wherein said reviewer interface system further supports

5   specification of a performance capability requirement set that selects a

6   corresponding subset of said performance capability data sets, wherein said

7   performance capability requirement set includes categorized data field criteria and

8   free-text data field criteria, and wherein said categorized data field criteria is

9   matched against said categorized data fields and said free-text data field criteria

10 is matched selectively against the <u>unstructured textual</u> contents of said free-text

11 data fields to select said corresponding subset of said performance capability

12 data sets.

1   5.   (Currently Amended) The human capital management system of Claim 4

2   <u>wherein the matching of said categorized data field criteria against said</u>

3   <u>categorized data fields produces a first scoring value, wherein the matching of</u>

4   <u>said free-text data field criteria against said free-text data fields produces a</u>

5   <u>second scoring value,</u> wherein said corresponding subset of said performance

6   capability data sets are presented in a ranked order through said reviewer

7   interface system, wherein said ranked order is based on a <u>combination of said</u>

8   <u>first and second scoring values</u> ~~combined scoring of the matching of said free-text~~

9   ~~data field criteria and said free-text data field criteria.~~

1   6.   (Cancelled)

1   7.   (Cancelled)

1   8.   (Cancelled)

1   9.   (Currently Amended) A method, executed on a computer system,
2   implementing life-cycle of operating a human capital management relative to a
3   workforce to support selection of candidates for positions within an organization,
4   said method comprising the steps of:
5   a) collecting performance capability information from said
6   workforce, wherein said workforce includes a plurality of members and wherein
7   said performance capability information includes categorized information and
8   free-text information, characterized as unstructured textual content, said
9   performance capability information being stored in a workforce database as a
10   plurality of data sets;
11   b) scoring a subset of said plurality of data sets relative to a
12   predefined set of selection criteria including a first set of predetermined items
13   matchable against said categorized information and a second set of
14   predetermined items matchable against the unstructured textual content of said
15   free-text information, said step of scoring assigning rankings to said subset of said
16   plurality of data sets; and
17   c) displaying predetermined identifiers of said subset of said plurality
18   of data sets in correspondence with said assigned rankings of said subset of said
19   plurality of data sets.

1   10.   (Original) The method of Claim 9 wherein said workforce database stores
2   scoring data corresponding to respective items of said performance capability
3   information and wherein said assigned rankings is derived from a function of said
4   scoring data corresponding to said performance capability information matched
5   by said first and second set of predetermined items.

1   11.   (Original) The method of Claim 10 wherein said workforce database
2   includes a key item database of free-text key items and wherein said step of

3   scoring includes matching said second set of predetermined items with key items
4   of said free-text information based on a predetermined lookup correspondence
5   defined by said key item database.

1   12.   (Cancelled)

1   13.   (Cancelled)

1   14.   (Cancelled)

1   15.   (Cancelled)

1   16.   (Cancelled)

1   17.   (Cancelled)

1   18.   (Currently Amended) A method of evaluating candidates for positions
2   based on performance capabilities and preferences in conjunction with the human
3   capital management of a workforce, wherein said method is implemented as a
4   computer executed procedure, said method comprising the steps of:
5   a) collecting information from a set of potential candidates for a
6   position, wherein the collected information includes categorized information and
7   free form information, wherein said free form information is characterized as
8   unstructured textual content, said step of collecting including the step of reviewing
9   the collected information by a designated reviewer wherein items of said collected
10   information are subject to selective qualification by said designated reviewer and
11   wherein phrases of one or more words occurring in said free form information are
12   selectively associated with instances of capabilities identifiers by said designated
13   reviewer, said instances of capability identifiers being stored by a database;
14   b) first scoring said categorized information subject to a weighting
15   specification associated with said position, said first scoring being further subject
16   to the selective qualification of the items of said collected information;
17   c) parsing said free form information to identify instances of key
18   information corresponding to said capability identifiers as stored by said a
19   database;

20   d) second scoring said instances of key information subject to said
21 weighting specification, said second scoring being further subject to the selective
22 qualification of the items of said collected information; and
23   e) providing, based on said first and second scoring, a ranking of
24 said set of potential candidates.

1 19.   (Currently Amended) The method of Claim 18 further comprising the step
2 of ~~reviewing the information collected from said set of potential candidates and~~
3 providing feedback <u>by said designated reviewer</u> to <u>a selected member of</u> said set
4 of potential candidates <u>to solicit additional information in performance of said</u>
5 <u>step of collecting information,</u> ~~wherein~~ said step of reviewing <u>providing</u> ~~provides~~
6 for a normalization of the quality of information provided by said set of potential
7 candidates.

1 20.   (Cancelled)

1 21.   (New) The method of Claim 19 wherein said step of collecting information
2 further includes the steps of:
3   a) storing the collected information in performance capability data sets;
4 and
5   b) issuing a data changed electronic notification message with respect to
6 a predetermined performance capability data set, wherein said data changed
7 electronic notification message is issued to said designated reviewer.

1 22.   (New) The method of Claim 21 wherein said step of providing feedback
2 includes the step of selectively issuing an information request electronic
3 notification message to said selected member to solicit additional information.

1 23.   (New) The human capital management system of Claim 2 wherein said
2 performance capabilities data set repository is updated with workforce life-cycle
3 event data, separately from said user interface system, to modify the participant
4 status of said predetermined user to reflect changes of participant status between
5 active participant status and reserve talent pool inactive participant status.

1 24. (New) The human capital management system of Claim 23 wherein said
2 performance capabilities data set repository associates a reviewer notification
3 delivery address with said predetermined reviewer and wherein said data changed
4 electronic notification message is delivered to said predetermined reviewer at said
5 reviewer notification delivery address.

1 25. (New) The human capital management system of Claim 24 wherein said
2 performance capabilities data set repository associates a user notification delivery
3 address with said predetermined user and wherein said information request
4 electronic notification message is delivered to said predetermined user at said user
5 notification delivery address.

1 26. (New) The human capital management system of Claim 5 wherein said
2 performance capabilities data set repository includes a scoring database including
3 first scoring data corresponding to predetermined items of said categorized data
4 fields and second scoring data corresponding to predetermined key phrases of
5 one or more words predefined as analytically corresponding to phrases of one or
6 more words that may occur in the unstructured textual content of said free-text
7 data fields, wherein said ranked order of said subset of said performance
8 capability data sets is a function of said first and second scoring data determined
9 for said categorized data field criteria and said free-text data field criteria as
10 evaluated against said performance capabilities data set repository.

1 27. (New) The human capital management system of Claim 26 wherein said
2 second scoring data, including said predetermined key phrases, is dynamically
3 definable through said reviewer interface system in qualification of performance
4 capability data sets by said predetermined reviewer.

1 28. (New) The human capital management system of Claim 27 wherein
2 analytical correspondence to said predetermined key phrases is determinable by
3 parsing the unstructured textual content of said free-text data fields to identify
4 presumptive key phrases of one or more words.